The APSPD and SEL: Disrupting the School to Prison Pipeline

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Objectives

1. Explain the creation of the APSPD

2. Explore the rebranding of the role of the APSPD

3. Examine the strategies used to disrupt the school to prison pipeline.
Working Agreements

Share and learn from others

Listen to understand and make connections

Commit to returning to being fully present

Take time to reflect and apply
The State of Affairs...

When you see these images, what are your thoughts?
# Arrest Data 2015-2016

<table>
<thead>
<tr>
<th>Date</th>
<th>Adult Arrest</th>
<th>Adult Released on Copy of Charges</th>
<th>Juvenile Released on Copy of Charges</th>
<th>Juvenile Detention</th>
<th>Grand Total</th>
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<tbody>
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<td>Dec 2015</td>
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<td>Jul 2015</td>
<td>7</td>
<td>10</td>
<td>2</td>
<td>19</td>
<td>629</td>
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<tr>
<td>Grand Total</td>
<td>205</td>
<td>201</td>
<td>174</td>
<td>49</td>
<td>629</td>
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</table>
APSPD... A Bold New Direction

APS Police Department
• Created June 2016
• 80 Sworn Officers (SRO)
• 60+ Crossing Guards
• 24/7 Dispatch Center
• Background/Fingerprinting/ Badges

Security Operations
• Security Cameras/Burglar Alarms
• Keyless Access
• Fire Safety Devices
• Access Control
Our Commitment

We are committed to encouraging student success by helping to ensure all schools have the support needed to facilitate safe, secure, and supportive spaces that maximize teaching and learning.

Photo: Ronald Applin being sworn in as the first Chief of Police for the Atlanta Public Schools Police Department. (July 2016)
Office of Safety & Security

Leadership

Row #1: Ronald Applin, APS Police Chief; Ralph Velez, Security Operations Director

Row #2: Commander Taras Holloman; Commander Curtis Adams; Lieutenant Melvin Hill

LEADERSHIP IS ABOUT MAKING OTHERS BETTER AS A RESULT OF YOUR PRESENCE AND MAKING SURE THAT IMPACT LASTS IN YOUR ABSENCE.
What we believe...

We believe that all students can achieve when they are supported and nurtured in a SAFE. SECURE. STRONG. learning environment.
• **Mission**: With the highest level of professionalism, create a safe and secure environment for teaching and learning.
• **Vision**: A national leader in school safety and security services.
• **Motto**: #SafeSecureSTRONG!
Social Emotional Learning
100% of APSPD school resource officers (SROs) have received SEL training.

Restorative Practices
One of the only police departments in Georgia and one of the few police departments in the nation trained in Restorative Practices.

Crisis Intervention Team Youth (CIT-Y)
First school district police agencies in Georgia to certify 100% of its officers in trauma-informed CIT-Y training.

IACP One Mind Campaign
Only school police in Georgia to complete the pledge.
Restorative Practices in Atlanta Public Schools...
“Officer Dixon and I use proactive restorative circles regularly at Douglass High School as part of our mentoring program. Most of our circles are non-sequential, allowing the students to speak when they have something to say. We believe this gives the student a more free, structured discussion. Most of the students really open-up, and they enjoy expressing themselves. Last week we conducted a circle in reference to "group" fighting. The students really had a great conversation and they vocalized their feelings; some even cried. Officer Dixon and I love conducting proactive restorative circles because they truly work. We stopped a shooting last year in Allen Temple Apartments because of a circle we conducted at Douglass High School at the request of a concerned parent. Last year we conducted one or two circles a week at Douglass High School and we are on track to continue that pace.”

**Officer Mario Young (FTO)**
“I have an example of when restorative practices was used to resolve a conflict between three female students at South Atlanta High School. On September 6, 2017 Officer Williams and I conducted a circle to show them how to resolve conflict without fighting. These students were originally friends, but because of a social media rumor, they wanted to fight each other. Originally they refused to talk to each other and just wanted to fight. I convinced the girls to come together and trust the process.

After a little resistance in the beginning of the circle, they began to express how each one’s actions made them feel. They were able to conclude that their issue wasn’t serious enough to lose friendships or fight over. At the end of the circle, the girls were hugging and agreed to talk through any other issues they may have instead of becoming violent. Conflict resolved through Restorative Practices.”

Officer Jennifer Maxey
School Resource Officer
South Atlanta High School
## District-wide Surveys: School Resource Officers (n = 60)

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<thead>
<tr>
<th>Role</th>
<th>Number</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>SRO High School</td>
<td>23</td>
<td>38%</td>
</tr>
<tr>
<td>SRO Middle School</td>
<td>13</td>
<td>22%</td>
</tr>
<tr>
<td>Rover</td>
<td>7</td>
<td>12%</td>
</tr>
<tr>
<td>Alarm Response Officer</td>
<td>4</td>
<td>7%</td>
</tr>
<tr>
<td>APSPD Command</td>
<td>4</td>
<td>7%</td>
</tr>
<tr>
<td>Investigator</td>
<td>3</td>
<td>5%</td>
</tr>
<tr>
<td>Training Officer</td>
<td>1</td>
<td>2%</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
<td>8%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>60</strong></td>
<td><strong>100%</strong></td>
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## School Administrators (n = 109)

<table>
<thead>
<tr>
<th>Role</th>
<th>Number</th>
<th>Percentage</th>
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</thead>
<tbody>
<tr>
<td>Principal</td>
<td>66</td>
<td>61%</td>
</tr>
<tr>
<td>Assistant Principal</td>
<td>43</td>
<td>39%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>109</strong></td>
<td><strong>100%</strong></td>
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SROs Value Restorative Practices

The Community Gathering
APSPD SROs were asked…
What was the most valuable professional development session you attended during the current school year?

- Restorative Practices (31%)
- Youth Mental Health (14%)

If you were starting your own SRO program in a school district, what would you replicate from your experience here at APS?

- Restorative Practices (33%)

85% of SROs agreed or strongly agreed that students understood their role in the school.

94% of SROs agreed or strongly agreed that students treat them with respect.

96% of SROS agreed or strongly agreed that students come to them with their problems.

All SROs reported that they felt integrated into their school’s culture and actively participate in school activities.

Source: Comprehensive School Safety Initiative –School Resource Officer (SRO) & School Administrator Surveys (2018)
Overall, APS school administrators reported very high levels of satisfaction with SROs:

• Survey responses highlighted positive relationships and communication with parents, students, administrators, and teaching staff.
• SROs also reported positive communication experiences.

Specific SRO functions that APS school administrators were particularly satisfied with included:

- **Relationship Building (33%)**
- **Responsiveness (23%)**

Source: Comprehensive School Safety Initiative – School Resource Officer (SRO) & School Administrator Surveys (2018)
84% of SROs agreed or strongly agreed that their training prepared them well to implement Social Emotional Learning (SEL) and Restorative Practices (RP).

• 80% of SROs agreed or strongly agreed that SEL and RP implementation is consistent with the training they received.

• 88% of SROS agreed or strongly agreed that students responded well to SEL and RP.

• 71% of SROs agreed or strongly agreed that student behavior improved with exposure to SEL and RP.

APSPD SROs were asked...
Since the beginning of this school year, how often have you used Social Emotional Learning (SEL) or Restorative Practices with students?

Source: Comprehensive School Safety Initiative – School Resource Officer (SRO) Survey 2018
SROs reported that school administrators and parents understood their role in the school less well than students understood it:

- **85%** of SROs agreed or strongly agreed that students understood their role in the school;
- **71%** of SROs agreed or strongly agreed that school leaders understood their role in the school;
- **63%** of SROs agreed or strongly agreed that parents understood their role in the school.

Findings highlight the importance of outreach and communication about SRO roles to school personnel and parents.

Source: Comprehensive School Safety Initiative – School Resource Officer (SRO) & School Administrator Surveys (2018)
Who We Are...

Officer L. J. Williamson
School Resource Officer
D. M. Therrell
High School
What are you taking away?

Design a puzzle piece with...

- a key word
- a phrase
- an image

...that will remind you what you found most valuable about this session.
THANK YOU!

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